



Advanced Practice Provider Centralized Orientation in a Pediatric Health Care System

Children's National

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Background:

- The Department of Advanced Practice has developed key strategic initiatives which incorporate the organizational mission.
- The goal of these initiatives is to ensure that the Advanced Practice Providers (APPs- advanced practice nurses, physician's assistants and anesthesia assistants) are prepared to effectively implement their role into practice.
- One key initiative is the implementation of a comprehensive centralized orientation for all newly hired APPs.

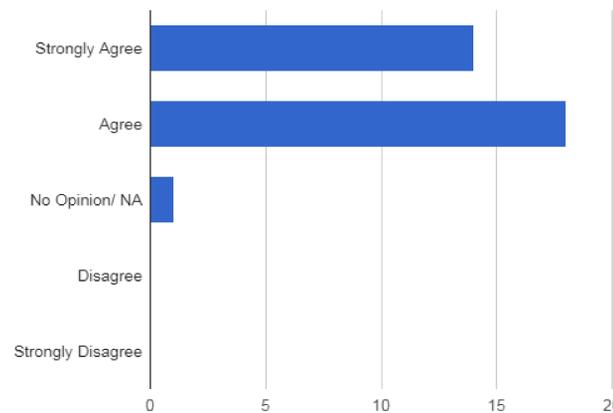
Objective:

- Develop and implement a centralized orientation for newly hired APPs

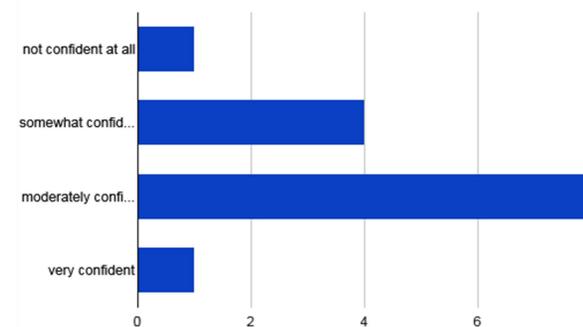
Methods/Design:

- Provision of quarterly didactic live educational and simulation sessions for all newly hired APPs.
- Quarterly didactic sessions include the following live presentations:
 1. Medication Safety;
 2. Revenue Integrity (billing basics);
 3. Coding and Documentation Information;
 4. PEWS and the Decompensating Patient
 5. General Overview of Organizational APPs and Resources
- Simulation sessions include:
 1. Didactic education
 2. Demonstration and practice of basic airway management skills
 3. Code cart review
 4. Simulation of a decompensating pediatric patient
- Pre and post evaluations of presented didactic content to determine usefulness of information for newly hired staff.
- Pre and post confidence evaluations and a debrief evaluation for the skills and simulation sessions.

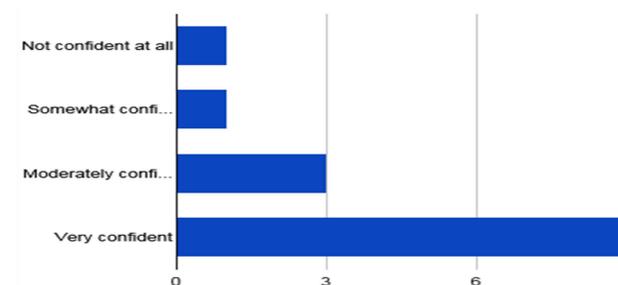
The overall APP orientation was effective and preparatory for my role.



Appropriately Communicate your findings Using SBAR to other team members-Pre Confidence



Appropriately Communicate your findings Using SBAR to other team members-Post Confidence



Simulation Debrief Comments:

Name at least two things that will change your practice:

- Improve communication/Be more confident in responding
- Importance of communication and identifying a leader
- Putting a sicker patient in a room with oxygen.
- Will check where closest code cart is.

Results:

Didactic Sessions:

7 didactic sessions/ 33 participants.

- 42% of participants strongly agreed and 54% agreed that the APP orientation was effective and preparatory for their role overall.
- 100 of participants agreed the APP welcome and overview information was useful.
- 20 participants commented that the billing and/or coding education was the most valuable part of the didactic orientation and 2 participants reported all the topics were helpful.

Simulation Sessions:

5 simulation sessions/ 19 participants

- Overall, there was evidence of increased confidence after the simulation and skills session completion.
- Specific areas evaluated included: appropriately intervening for a child in distress and confidence in finding emergency equipment.
- 89% of the participants reported the session provided a realistic and practical learning experience.
- All participants agreed the simulation session enhanced their ability to perform as a first responder to a child in distress.

Conclusions:

Evaluations of the new centralized APP orientation program point to it being a useful and informative program for newly hired APPs.

